



COLORADO

**Department of
Regulatory Agencies**

**Colorado House Bill 16-1197: Streamlining the granting of
occupational credentials to veterans based on military training.**

Implementation Report

July 1, 2018



COLORADO

**Department of
Regulatory Agencies**

Division of Professions and Occupations
Office of the Director

July 1, 2018

Dear Colorado General Assembly members and
Representative Tracy Kraft-Tharp (Chair), Business Affairs and Labor Committee;
Senator Jack Tate (Chair), Business, Labor, and Technology Committee;
Representative Mike Foote (Chair), State, Veterans, and Military Affairs Committee;
Senator Vicki Marble (Chair), State, Veterans, and Military Affairs Committee

Please accept this report as fulfillment of Colorado House Bill 16-1197 (HB 16-1197) annual reporting requirements. HB 16-1197 requires state agencies to “implement a program to streamline the granting of occupational credentials to veterans based on military training.”

Within the Department of Regulatory Agencies, the Division of Professions and Occupations (DPO) regulates approximately 50 professions where streamlining of credentialing processes may apply to veterans. DPO launched an implementation project known as ‘Veterans Occupational Credentialing and Licensing’ (VOCAL) on December 15, 2016.

This year, VOCAL implementation completed analysis and streamlining, where applicable, for eighteen (18) additional professions. These professions include Addiction Counselor, Architect, Barber, Cosmetologist, Electrician, Esthetician, Hair Stylist, Land Surveyor, Landscape Architect, Marriage and Family Therapist, Nail Manicurist, Plumber, Professional Counselor, Psychologist, Psychotherapist, Social Worker, Surgical Assistant, and Surgical Technologist.

VOCAL was fully successful this fiscal year. Analysis and streamlining efforts resulted in the adoption of seven (7) new Colorado Professional Board Policies, and one (1) new DPO Director Policy to streamline the granting of occupational credentials to veterans based on military training. The analysis of the remaining professions determined no additional streamline measures were needed, either because no equivalent profession exists in the United States military service, or that existing regulations only required a simple registration, and therefore do not require further analysis or streamlining. Also, VOCAL results were presented at the 2017 Council on Licensure, Enforcement, and Regulation (CLEAR) Annual Educational Conference to an international audience highlighting the positive impact the program has on military veterans seeking professional licensure in Colorado.

Finally, DPO’s VOCAL program has seen tangible, quantifiable success. This includes the licensure of at least four (4) nurses during this fiscal year who have taken advantage of streamlined nursing board policies as further described in the report. These individuals were able to successfully leverage their prior military experience, while taking advantage of the Board of Nursing rules and

policies to expedite their applications for licensure.

DPO will continue to provide annual summaries of VOCAL implementation progress, and is pleased with the progress it has accomplished within this fiscal year. Thank you for consideration of our report.

Sincerely,

A handwritten signature in cursive script, appearing to read "Ronne Hines".

Ronne Hines
Director
Division of Professions and Occupations

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Executive Summary

Introduction

Colorado House Bill 16-1197 (HB 16-1197) requires state agencies to “implement a program to streamline the granting of occupational credentials to veterans based on military training.” DPO regulates approximately 50 professions where streamlining of licensure processes may apply to veterans. To fulfill legislative requirements, DPO launched an implementation project known as ‘Veterans Occupational Credentialing and Licensing’ (VOCAL) on December 15, 2016.

During the past twelve (12) months, DPO conducted VOCAL analysis on the following additional eighteen (18) additional professions, building on the work of last year and the beginning implementation of the bill: Addiction Counselor, Architect, Barber, Cosmetologist, Electrician, Esthetician, Hair Stylist, Land Surveyor, Landscape Architect, Marriage and Family Therapist, Nail Manicurist, Plumber, Professional Counselor, Psychologist, Psychotherapist, Social Worker, Surgical Assistant, and Surgical Technologist.

Pathways Analysis

DPO VOCAL analysis utilized five key elements identified in HB 16-1197:

1. Evaluate military training as related to state requirements to practice an occupation.
2. Identify reciprocity mechanisms with other states.
3. Determine if an occupational exam is available to authorize a veteran to practice an occupation.
4. Consult post-secondary educational institutions regarding:
 - (a) Courses or programs to cover the gap between military occupational specialty training and training required to be practice an occupation; and
 - (b) Refresher courses for reinstatement of lapsed civilian credentials.
5. Consider adopting a national credentialing exam.

Results

- DPO continued utilizing a dedicated liaison within the Division for military members, military spouses, and veterans regarding all licensing and credentialing inquiries.
- Seven (7) new Colorado Professional Board Policies, and one (1) new DPO Director Policy were adopted to streamline the granting of occupational credentials to veterans based on military training:
 - Colorado State Plumbing Board
 - Colorado State Electrical Board
 - Colorado State Board of Psychologist Examiners
 - Colorado State Board of Addiction Counselor Examiners
 - Colorado State Board of Licensed Professional Counselor Examiners
 - Colorado State Board of Marriage and Family Therapist Examiners
 - Colorado State Board of Social Work Examiners
 - Colorado State Office of Barber and Cosmetology Licensure

- VOCAL results were presented in front of an international audience at the 2017 Council on Licensure, Enforcement, and Regulation (CLEAR) Annual Educational Conference. The results highlighted the success of the VOCAL program, and how the program is making a positive impact on the lives of veterans and military personnel seeking professional licensure in Colorado.
- The Department was also recognized for its specialized website for [Military and Veterans Career Pathways](#), a critical step in increasing understanding and utilizing of the VOCAL program. In April, the Department received the Horizon Interactive Award, considered among the most prestigious in interactive and creative media.
- VOCAL analysis of Architects, Land Surveyor, Landscape Architect, Psychotherapists, Surgical Assistant, and Surgical Technologists found no additional streamlining policies were necessary. The analysis determined no similar professional equivalency can be found in the military for Architects, Land Surveyors and Landscape Architects. Additionally, the analysis determined that Psychotherapists, Surgical Assistants and Surgical Technologists are professions which only requires a registration form and a background check, and subsequently no further streamline policies are needed.
- To date, four (4) nurse applicants have successfully leveraged their prior military experience to obtain licensure through streamlined Board of Nursing rules and policies. By taking advantage of the streamline rules and policies for veteran applicants, these individuals have expedited their licensure requirements because of their prior military experience.

Conclusion and Next Steps

Fiscal year 2017-2018 was a success for DPO's VOCAL program. With the adoption of seven (7) new board policies, and one (1) new Director model policy, the VOCAL program achieved its goals in adopting new streamlined licensure policies for military veterans. Additionally, the program saw its policies benefit several individuals personally, including the four (4) nurses who successfully became licensed through streamlined board policies and rules.

Upcoming VOCAL phases are planned in accordance with HB 16-1197 implementation timelines. DPO's Phase Three VOCAL Consideration plan includes conducting pathway analysis for the following professions and occupations:

- Accountants
- Anesthesiologist Assistant
- Occupational Therapists
- Optometrists
- Physician
- Physician Assistants
- Pharmacist
- Veterinarian

Finally, in the next fiscal year, DPO will kick-off a VOCAL Communications Plan, aimed at communicating streamlined policies and rules to veteran groups and other workforce development organizations so veterans across Colorado can become more aware of DPO's VOCAL program and utilize opportunities for streamlined licensure. The three-phase communication plan includes partnering with state veteran groups, leveraging technology and other digital communications tools to reach veterans across the state, and conducting in-person presentations to veteran groups and other workforce development partners to communicate and advertise the streamlined policies to veterans and other military personnel seeking professional licensure through prior military experience. DPO hopes to advertise and communicate the success of its VOCAL program to veterans and other partners so as to allow for more individuals to take advantage of streamlined policies and rules for professional licensure in Colorado.

Introduction

On May 20, 2016 Governor John Hickenlooper signed Colorado House Bill 16-1197 (HB 16-1197) titled: “Concerning a requirement that state agencies implement a program to streamline the granting of occupational credentials to veterans based on military training.” HB 16-1197 contains the following requirement: “Each state agency that authorizes an occupation to practice shall provide by June 30, 2017, and by June 30 of each year thereafter until June 30, 2023, a written report of its progress in implementing this Part 2 to each member of: the General Assembly; the Business Affairs and Labor Committee of the House of Representatives; the Business, Labor, and Technology Committee of the Senate; the State, Veterans, and Military Affairs Committees of the House of Representatives and the Senate, or their successor committees.” This report is provided by the Colorado Department of Regulatory Agencies (DORA), Division of Professions and Occupations (DPO) in order to satisfy the above requirement.

DPO regulates approximately 50 professions and the majority have comparable military elements where streamlining of licensure processes may be applicable. Due to these large scale implementation requirements, DPO hired a Regulatory and Veterans Policy Analyst on December 1, 2016 to initiate the project. The implementation project was designated ‘Veterans Occupational Credentialing and Licensing’ (VOCAL) and launched on December 15, 2016.

DPO identified the following four professions for Phase One VOCAL consideration: Engineer, Nursing, Dental, and Physical Therapy. The selection criteria included Governor Hickenlooper’s employment priorities, current labor trends, and professions where DPO has high licensing volume for transitioning veterans. Table 1 depicts all Phase One professions and sub-professions considered for streamlining measures prior to this report.

Table 1. Phase One Veterans Occupational Credentialing and Licensing Professions

Engineer	Nursing	Dental	Physical Therapy
Professional Engineer	Advanced Practice Nurse	Dentist	Physical Therapist
Engineer Intern	Registered Nurse	Dental Hygienist	Physical Therapist Assistant
	Licensed Practical Nurse		
	Certified Nurse Aide-Medication Aide Authority		
	Certified Nurse Aide		
	Licensed Psychiatric Technician		

In Fiscal Year 2017-2018, DPO identified the following professions for Phase Two VOCAL consideration: Addiction Counselor, Architect, Barber, Cosmetologist, Electrician, Esthetician, Hairstylist, Land Surveyor, Landscape Architect, Marriage and Family Therapist, Nail Manicurist, Plumber, Professional Counselor, Psychologist, Psychotherapist, Social Worker, Surgical Assistant, and Surgical Technologist.

Table 2. Phase Two Veterans Occupational Credentialing and Licensing Professions

Addiction Counselor	Architect	Barber	Cosmetologist	Electrician	Esthetician	Hairstylist
Certified Addiction Counselor I	Architect	Barber	Cosmetologist	Residential Wireman	Esthetician	Hairstylist
Certified Addiction Counselor II				Journeyman Electrician		
Certified Addiction Counselor III				Master Electrician		
Licensed Addiction Counselor						
Landscape Architect	Land Surveyor	Marriage and Family Therapist	Nail Manicurist	Plumber	Professional Counselor	Psychologist
Landscape Architect	Land Surveyor	Licensed Marriage and Family Therapist	Manicurist	Residential Plumber	Licensed Professional Counselor	Licensed Psychologist
				Journeyman Plumber		
				Master Plumber		
Psychotherapist	Social Worker	Surgical Assistant	Surgical Technologist			
Registered Psychotherapist	Social Worker	Surgical Assistant	Surgical Technologist			

Analysis

HB 16-1197 established the criteria listed in Table 3 for state agencies to streamline the granting of occupational credentials to veterans based on military training. The criteria are now codified in Colorado Revised Statute 24-4-203.

Table 3. Criteria for Streamlining the Granting of Occupational Credentials to Veterans (Pathways Analysis)

<p>1) Each agency shall:</p> <ul style="list-style-type: none">(a) Document the following results and publish a summary of pathways available to a veteran to obtain authorization to practice an occupation:<ul style="list-style-type: none">(i) Evaluate the extent to which military training meets all or part of the state requirements to be authorized to practice an occupation;(ii) Identify reciprocity mechanisms with other states; and(iii) Determine if an occupational exam is available to authorize a veteran to practice an occupation;(b) Consult with community colleges and other post-secondary educational institutions with regard to:<ul style="list-style-type: none">(i) Courses or programs to cover the gap between military occupational specialty training and the training required to be authorized to practice an occupation; and(ii) Refresher courses for the reinstatement of lapsed civilian credentials; and(c) Consider adopting a national credentialing exam.

DPO utilized the Table 3 criteria to analyze a veteran’s pathway to licensure (pathways analysis) in each of the professions and associated sub-professions listed in Table 2. During the pathways analysis, collaboration among the DPO External Affairs team and DPO Program Staff, DPO Licensing Staff, Colorado Legislative Veterans Caucus, Colorado Department of Military and Veterans Affairs, Colorado Office of Veterans Education and Training, Colorado Department of Labor and Employment, Colorado Department of Higher Education, the Colorado Community College System, and several private or nonprofits groups focused on veterans’ transition or employment.

DPO determined the most useful method for solidifying and publishing results of each analysis was via Colorado state professional board policies or rules. Formal publication of results in this manner delivers the highest degree of practical value to veterans, ensures demonstrated and clear institutional commitment to legislative intent, and provides the maximum level of sustainability for all results.

Results

Results from the VOCAL streamlining analysis appear in several ways. As a broad streamlining measure affecting all 50 professions, DPO designated the External Affairs team, which houses policy analysts, as a dedicated liaison for military members, military spouses, and veterans regarding all credentialing inquiries or licensure applications. This measure provides an opportunity for tailored service to military persons of all types in all phases of the credentialing process. More specifically, Phase Two VOCAL implementation resulted in seven (7) new Board policies, and one (1) new DPO Director policy to streamline the granting of occupational credentials to veterans based on military training.

An example of the VOCAL program’s success can be demonstrated by highlighting the four (4) individuals who have taken advantage of the Board of Nursing streamlined rules and policies for

veterans during this fiscal year. These four (4) applicants were successful in leveraging their prior military experience to satisfy the Board's requirements, including one individual who previously served as an Aerospace Service Medical Technician in the military, and was subsequently approved by the Board to take her NCLEX exam for licensure as a Licensed Practical Nurse. This individual's prior experience overseas equipped her to apply that experience to successfully obtain her license through streamlined board policies in rules.

The success of the Board of Nursing streamlined rules and policies exemplify how the VOCAL program has had a tangible, positive impact on the professional lives of military veterans in Colorado. DPO's VOCAL program is considered to be a unique approach to streamlining requirements for those who have served our nation overseas, and its success was recently highlighted in front of an international audience at the 2017 Council on Licensure, Enforcement, and Regulation (CLEAR) Annual Educational Conference for its positive impact on veterans seeking professional licensure.

Additionally, the Department was also recognized for its specialized website for [Military and Veterans Career Pathways](#), a critical step in increasing understanding and utilizing of the VOCAL program. In April, the Department received the Horizon Interactive Award, considered among the most prestigious in interactive and creative media.

The analysis and streamlining efforts this year are summarized by program below:

Addiction Counselor

VOCAL analysis of the addiction counselor credentialing process identified streamlining measures. First, the Colorado State Board of Addiction Counselor Examiners (Board) approved DPO to evaluate the extent to which veteran applicants meet Colorado Addiction Counselor licensure requirements. This measure affords veteran applicants a personalized application process, particularly regarding best ways to apply military training to Colorado licensure. Second, the Board approved DPO to provide veterans recommendations regarding Colorado education options which may be used to fill gaps in academic background. This measure further personalizes veterans' application processes whereby they receive expert advice on the most direct path to meeting education requirements for licensure. The two streamlining measures are formally adopted in one Board policy found in Appendix D. The streamlining measures apply to the following levels of certification and licensure within the Addiction Counselor Examiner profession: Certified Addiction Counselor I, Certified Addiction Counselor II, Certified Addiction Counselor III, and Licensed Addiction Counselor.

Architect

A full VOCAL pathways analysis was conducted for the architect credentialing process, which included evaluating the extent to which military training meets all or part of the state requirements to be authorized to practice an occupation. Additionally, the VOCAL program

consulted with military groups such as the Colorado Legislative Veterans Caucus, Colorado Department of Military and Veterans Affairs, Colorado Office of Veterans Education and Training to identify similar professions or duties in military service. Through the pathways analysis and consultation of statewide military groups, it was determined there was no need for streamlining measures for architect credentialing because the profession does not exist in the United States military.

Barber

VOCAL analysis of the barber credentialing process identified streamlining measures. First, the Colorado State Office of Barber and Cosmetology (Office) approved DPO to evaluate the extent to which veteran applicants meet Colorado Office of Barber and Cosmetology licensure requirements. This measure affords veteran applicants a personalized application process, particularly regarding best ways to apply military training to Colorado licensure. Second, the Office approved DPO to provide veterans recommendations regarding Colorado education options which may be used to fill gaps in academic background. This measure further personalizes veterans' application processes whereby they receive expert advice on the most direct path to meeting education requirements for licensure. The two streamlining measures are formally adopted in one Board policy found in Appendix C.

Cosmetologist

VOCAL analysis of the cosmetologist credentialing process identified streamlining measures. First, the Colorado State Office of Barber and Cosmetology (Office) approved DPO to evaluate the extent to which veteran applicants meet Colorado Office of Barber and Cosmetology licensure requirements. This measure affords veteran applicants a personalized application process, particularly regarding best ways to apply military training to Colorado licensure. Second, the Office approved DPO to provide veterans recommendations regarding Colorado education options which may be used to fill gaps in academic background. This measure further personalizes veterans' application processes whereby they receive expert advice on the most direct path to meeting education requirements for licensure. The two streamlining measures are formally adopted in one Board policy found in Appendix C.

Electrician

VOCAL analysis of the electrician credentialing process identified streamlining measures. First, the Colorado State Electrical Board (Board) approved DPO to evaluate the extent to which veteran applicants meet Colorado Electrical licensure requirements. This measure affords veteran applicants a personalized application process, particularly regarding best ways to apply military training to Colorado licensure. Second, the Board approved DPO to provide veterans recommendations regarding Colorado education options which may be used to fill gaps in academic background. This measure further personalizes veterans' application processes whereby they receive expert advice on the most direct path to meeting education requirements for licensure. The

two streamlining measures are formally adopted in one Board policy found in Appendix A. The streamlining measures apply to the following levels of certification and licensure within the electrical profession: Residential Wireman, Journeyman Electrician, and Master Electrician.

Esthetician

VOCAL analysis of the esthetician credentialing process identified streamlining measures. First, the Colorado State Office of Barber and Cosmetology (Office) approved DPO to evaluate the extent to which veteran applicants meet Colorado Office of Barber and Cosmetology licensure requirements. This measure affords veteran applicants a personalized application process, particularly regarding best ways to apply military training to Colorado licensure. Second, the Office approved DPO to provide veterans recommendations regarding Colorado education options which may be used to fill gaps in academic background. This measure further personalizes veterans' application processes whereby they receive expert advice on the most direct path to meeting education requirements for licensure. The two streamlining measures are formally adopted in one Board policy found in Appendix C.

Hairstylist

VOCAL analysis of the hairstylist credentialing process identified streamlining measures. First, the Colorado State Office of Barber and Cosmetology (Office) approved DPO to evaluate the extent to which veteran applicants meet Colorado Office of Barber and Cosmetology licensure requirements. This measure affords veteran applicants a personalized application process, particularly regarding best ways to apply military training to Colorado licensure. Second, the Office approved DPO to provide veterans recommendations regarding Colorado education options which may be used to fill gaps in academic background. This measure further personalizes veterans' application processes whereby they receive expert advice on the most direct path to meeting education requirements for licensure. The two streamlining measures are formally adopted in one Board policy found in Appendix C.

Land Surveyor

A full VOCAL pathways analysis was conducted for the land surveyor credentialing process, which included evaluating the extent to which military training meets all or part of the state requirements to be authorized to practice an occupation. Additionally, the VOCAL program consulted with military groups such as the Colorado Legislative Veterans Caucus, Colorado Department of Military and Veterans Affairs, Colorado Office of Veterans Education and Training to identify similar professions or duties in military service. Through the pathways analysis and consultation of statewide military groups, it was determined there was no need for streamlining measures for Land Surveyor credentialing because the profession does not exist in the United States military.

Landscape Architect

A full VOCAL pathways analysis was conducted for the landscape architect credentialing process, which included evaluating the extent to which military training meets all or part of the state requirements to be authorized to practice an occupation. Additionally, the VOCAL program consulted with military groups such as the Colorado Legislative Veterans Caucus, Colorado Department of Military and Veterans Affairs, Colorado Office of Veterans Education and Training to identify similar professions or duties in military service. Through the pathways analysis and consultation of statewide military groups, it was determined there was no need for streamlining measures for Landscape Architect credentialing because the profession does not exist in the United States military.

Marriage and Family Therapist

VOCAL analysis of the marriage and family therapist credentialing process identified streamlining measures. First, the Colorado State Board of Marriage and Family Therapist Examiners (Board) approved DPO to evaluate the extent to which veteran applicants meet Colorado Professional Counselor licensure requirements. This measure affords veteran applicants a personalized application process, particularly regarding best ways to apply military training to Colorado licensure. Second, the Board approved DPO to provide veterans recommendations regarding Colorado education options which may be used to fill gaps in academic background. This measure further personalizes veterans' application processes whereby they receive expert advice on the most direct path to meeting education requirements for licensure. The two streamlining measures are formally adopted in one Board policy found in Appendix E.

Nail Manicurist

VOCAL analysis of the nail manicurist credentialing process identified streamlining measures. First, the Colorado State Office of Barber and Cosmetology (Office) approved DPO to evaluate the extent to which veteran applicants meet Colorado Office of Barber and Cosmetology licensure requirements. This measure affords veteran applicants a personalized application process, particularly regarding best ways to apply military training to Colorado licensure. Second, the Office approved DPO to provide veterans recommendations regarding Colorado education options which may be used to fill gaps in academic background. This measure further personalizes veterans' application processes whereby they receive expert advice on the most direct path to meeting education requirements for licensure. The two streamlining measures are formally adopted in one Board policy found in Appendix C.

Plumber

VOCAL analysis of the plumber credentialing process identified streamlining measures. First, the Colorado State Plumbing Board (Board) approved DPO to evaluate the extent to which

veteran applicants meet Colorado Plumbing licensure requirements. This measure affords veteran applicants a personalized application process, particularly regarding best ways to apply military training to Colorado licensure. Second, the Board approved DPO to provide veterans recommendations regarding Colorado education options which may be used to fill gaps in academic background. This measure further personalizes veterans' application processes whereby they receive expert advice on the most direct path to meeting education requirements for licensure. The two streamlining measures are formally adopted in one Board policy found in Appendix B. The streamlining measures apply to the following levels of certification and licensure within the Plumber profession: Residential Plumber, Journeyman Plumber, and Master Plumber.

Professional Counselor

VOCAL analysis of the professional counselor credentialing process identified streamlining measures. First, the Colorado State Board of Professional Counselor Examiners (Board) approved DPO to evaluate the extent to which veteran applicants meet Colorado Professional Counselor licensure requirements. This measure affords veteran applicants a personalized application process, particularly regarding best ways to apply military training to Colorado licensure. Second, the Board approved DPO to provide veterans recommendations regarding Colorado education options which may be used to fill gaps in academic background. This measure further personalizes veterans' application processes whereby they receive expert advice on the most direct path to meeting education requirements for licensure. The two streamlining measures are formally adopted in one Board policy found in Appendix F.

Psychologist

VOCAL analysis of the psychologist credentialing process identified streamlining measures. First, the Colorado State Board of Psychologist Examiners (Board) approved DPO to evaluate the extent to which veteran applicants meet Colorado Psychologist licensure requirements. This measure affords veteran applicants a personalized application process, particularly regarding best ways to apply military training to Colorado licensure. Second, the Board approved DPO to provide veterans recommendations regarding Colorado education options which may be used to fill gaps in academic background. This measure further personalizes veterans' application processes whereby they receive expert advice on the most direct path to meeting education requirements for licensure. The two streamlining measures are formally adopted in one Board policy found in Appendix G.

Registered Psychotherapist

VOCAL analysis of the registered psychotherapist credentialing process found no need for streamlining measures because the profession only requires a registration form and a background check. The analysis included consultation with DPO Program Staff and DPO Licensing Staff on the existing licensure requirements for registered psychotherapists, which determined the existing requirements do not need any further streamlining as the barrier to entry is minimal.

Social Worker

VOCAL analysis of the social worker credentialing process identified streamlining measures. First, the Colorado State Board of Social Workers (Board) approved DPO to evaluate the extent to which veteran applicants meet Colorado Social Worker licensure requirements. This measure affords veteran applicants a personalized application process, particularly regarding best ways to apply military training to Colorado licensure. Second, the Board approved DPO to provide veterans recommendations regarding Colorado education options which may be used to fill gaps in academic background. This measure further personalizes veterans' application processes whereby they receive expert advice on the most direct path to meeting education requirements for licensure. The two streamlining measures are formally adopted in one Board policy found in Appendix H.

Surgical Assistant

VOCAL analysis of the surgical assistant credentialing process found no need for streamlining measures because the profession only requires a registration form and a background check. The analysis included consultation with DPO Program Staff and DPO Licensing Staff on the existing licensure requirements for Surgical Assistants, which determined the existing requirements do not need any further streamlining as the barrier to entry is minimal.

Surgical Technologist

VOCAL analysis of the surgical technologist credentialing process found no need for streamlining measures because the profession only requires a registration form and a background check. The analysis included consultation with DPO Program Staff and DPO Licensing Staff on the existing licensure requirements for surgical technologists, which determined the existing requirements do not need any further streamlining as the barrier to entry is minimal.

Conclusion

This report demonstrates DPO's progress toward fulfillment of HB 16-1197 requirements to "implement a program to streamline the granting of occupational credentials to veterans based on military training", known as the VOCAL project. This year, Phase Two of VOCAL delivered analysis and implementation of eighteen (18) professions that resulted in seven (7) new Board policies, and one (1) new Director policy focused on streamlining veteran credentialing processes. Subsequent VOCAL phases are planned in accordance with the implementation timeline directed by HB 16-1197.

Appendix A. Streamlining Electrician credentials for veterans

Colorado State Electrical Board

POLICY NUMBER: XX-X

Title: Streamlining Residential Wireman, Journeyman Electrician, and Master Electrician credentials for veterans.

Date Issued: XX

Date(s) Reviewed: XX

References: Colorado HB 16-1197; 24-34-102 (8.5), C.R.S.; Colorado State Electrical Board Rules and Regulations

Purpose: To determine substantial equivalence for professional electrical credentials gained in military service and provide direction on licensure, so as to fulfill HB 16-1197.

POLICY: Veterans with military credentials equivalent to Residential Wireman, Journeyman Electrician, or Master Electrician requirements, as outlined in the State Electrical Board (Board) Rules and Regulations, may request the Board evaluate submitted documents for equivalency. To qualify for a Residential Wireman, Journeyman Electrician, or Master Electrician license, applicants must meet requirements outlined in the Board Rules and Regulations. Items 1-6 outline process requirements for this policy.

1. The Board delegates evaluation of veteran applications to the Program Director for the Board or the Program Director's delegate. The Board maintains final ratifying authority on all licensees.
2. Evaluate the extent to which veteran applicants meet Residential Wireman, Journeyman Electrician, or Master Electrician requirements to qualify for examination as listed in the Board Rules and Regulations.¹
3. Veteran applicants found to meet Residential Wireman, Journeyman Electrician, or Master Electrician requirements must apply to the Board for Original License by Examination.²
4. Veteran applicants found not to meet Residential Wireman, Journeyman Electrician, or Master Electrician requirements may be directed toward missing content found as listed below.³

¹ Fulfills Colorado HB 16-1197 requirement to "evaluate the extent to which military training meets all or part of the state requirements to be authorized to practice an occupation."

² Fulfills Colorado HB 16-1197 requirement to "determine if an occupational exam is available to authorize a veteran to practice an occupation."

³ Fulfills Colorado HB 16-1197 requirement to "consult with Community Colleges and other post-secondary educational institutions with regard to a) courses or programs to cover the gap between military occupational specialty training and the training required to be authorized to practice an occupation, and b) refresher courses for the reinstatement of lapsed civilian credentials."

- Programs to obtain training and/or build experience as detailed in Board Rules and Regulations.
 - Other areas as prescribed by the Board.
5. For reciprocity and endorsement consideration, veteran applicants are required to follow guidance in the Electricians Practice Act found in Colorado Revised Statutes, Title 12, Article 23.⁴
 6. The Colorado Residential Wireman, Journeyman Electrician, and Master Electrician examinations are available to all qualified applicants and a national exam is not under consideration.⁵

⁴ Fulfills Colorado HB 16-1197 requirement to “identify reciprocity mechanisms with other states.”

⁵ Fulfills Colorado HB 16-1197 requirement to “consider adopting a national credentialing exam.”

Appendix B. Streamlining Plumbing credentials for veterans

Colorado State Plumbing Board

POLICY NUMBER: XX-X

Title: Streamlining Residential Plumber, Journeyman Plumber, and Master Plumber credentials for veterans.

Date Issued: XX

Date(s) Reviewed: XX

References: Colorado HB 16-1197; 24-34-102 (8.5), C.R.S.; Colorado State Plumbing Board Rules and Regulations

Purpose: To determine substantial equivalence for professional plumbing credentials gained in military service and provide direction on licensure, so as to fulfill HB 16-1197.

POLICY: Veterans with military credentials equivalent to Residential Plumber, Journeyman Plumber, or Master Plumber requirements, as outlined in the State Plumbing Board (Board) Rules and Regulations, may request the Board evaluate submitted documents for equivalency. To qualify for a Residential Plumber, Journeyman Plumber, or Master Plumber license, applicants must meet requirements outlined in the Board Rules and Regulations. Items 1-6 outline process requirements for this policy.

1. The Board delegates evaluation of veteran applications to the Program Director for the Board or the Program Director's delegate. The Board maintains final ratifying authority on all licensees.
2. Evaluate the extent to which veteran applicants meet Residential Plumber, Journeyman Plumber, or Master Plumber requirements to qualify for examination as listed in the Board Rules and Regulations.⁶
3. Veteran applicants found to meet Residential Plumber, Journeyman Plumber,⁷ or Master Plumber requirements must apply to the Board for Original License by Examination.
4. Veteran applicants found not to meet Residential Plumber, Journeyman Plumber, or Master Plumber requirements may be directed toward missing content found as listed below.⁸

⁶ Fulfills Colorado HB 16-1197 requirement to "evaluate the extent to which military training meets all or part of the state requirements to be authorized to practice an occupation."

⁷ Fulfills Colorado HB 16-1197 requirement to "determine if an occupational exam is available to authorize a veteran to practice an occupation."

⁸ Fulfills Colorado HB 16-1197 requirement to "consult with Community Colleges and other post-secondary educational institutions with regard to a) courses or programs to cover the gap between military occupational specialty training and the training required to be authorized to practice an occupation, and b) refresher courses for the reinstatement of lapsed civilian credentials."

- Programs to obtain training and/or build experience as detailed in Board Rules and Regulations.
 - Other areas as prescribed by the Board.
5. For reciprocity consideration, veteran applicants licensed as Residential Plumber, Journeyman Plumber, or Master Plumber in other states or territories of the United States are required to follow original licensure by endorsement as stated in the Rules and Regulations of the Colorado State Plumbing Board.⁹
 6. The Colorado Residential Plumber, Journeyman Plumber, and Master Plumber examinations are available to all qualified applicants and a national exam is not under consideration.¹⁰

⁹ Fulfills Colorado HB 16-1197 requirement to “identify reciprocity mechanisms with other states.”

¹⁰ Fulfills Colorado HB 16-1197 requirement to “consider adopting a national credentialing exam.”

Appendix C. Streamlining Barber, Esthetician, Nail Technician, Cosmetologist, and Hair Stylist (BENCH) credentials for veterans

Office of Barber and Cosmetology Licensure

POLICY NUMBER: XX-X

Title: Streamlining Barber and Cosmetology credentials for veterans.

Date Issued: XX

Date(s) Reviewed: XX

References: Colorado HB 16-1197; 24-34-102 (8.5), C.R.S.; Rules and Regulations of the Colorado Office of Barber and Cosmetology Licensure.

Purpose: To determine substantial equivalence Barber and Cosmetology credentials gained in military service and provide direction on licensure, so as to fulfill HB 16-1197.

POLICY: Veterans with military credentials equivalent to Barber and Cosmetology requirements, as outlined in the Rules and Regulations of the Colorado Office of Barber and Cosmetology Licensure, may request the Director, Division of Professions and Occupations (Director) evaluate submitted documents for equivalency. To qualify for a Barber and Cosmetology license, applicants must meet requirements outlined in the Rules and Regulations of the Colorado Office of Barber and Cosmetology Licensure. This policy applies to the following five professions: Barber, Esthetician, Nail Technician, Cosmetologist, and Hair Stylist (BENCH). Items 1-6 outline process requirements for this policy.

1. Evaluate the extent to which veteran applicants meet BENCH requirements to qualify for examination as listed in the Rules and Regulations of the Colorado Office of Barber and Cosmetology Licensure.¹¹
2. Veteran applicants found to meet BENCH requirements must apply to the Office of Barber and Cosmetology Licensure for licensure by examination.¹²
3. Veteran applicants found not to meet BENCH requirements may be directed toward missing content found as listed below.¹³

¹¹ Fulfills Colorado HB 16-1197 requirement to “evaluate the extent to which military training meets all or part of the state requirements to be authorized to practice an occupation.”

¹² Fulfills Colorado HB 16-1197 requirement to “determine if an occupational exam is available to authorize a veteran to practice an occupation.”

¹³ Fulfills Colorado HB 16-1197 requirement to “consult with Community Colleges and other post-secondary educational institutions with regard to a) courses or programs to cover the gap between military occupational specialty training and the training required to be authorized to practice an occupation, and b) refresher courses for the reinstatement of lapsed civilian credentials.”

- Programs to obtain education, training and/or build experience as detailed in Rules and Regulations of the Colorado Office of Barber and Cosmetology Licensure.
 - Other areas as required by the Director.
4. For reciprocity consideration, veteran applicants licensed as BENCH in other states or territories of the United States are required to follow licensure by endorsement as stated in the Rules and Regulations of the Colorado Office of Barber and Cosmetology Licensure.¹⁴
 5. A BENCH national examination is currently available to all qualified applicants.¹⁵

¹⁴ Fulfills Colorado HB 16-1197 requirement to “identify reciprocity mechanisms with other states.”

¹⁵ Fulfills Colorado HB 16-1197 requirement to “consider adopting a national credentialing exam.”

Appendix D. Streamlining Certified Addiction Counselor (CAC) credentials for veterans

Colorado State Board of Addiction Counselor Examiners

POLICY NUMBER: XX-X

Title: Streamlining Addiction Counselor Examiner credentials for veterans.

Date Issued: XX

Date(s) Reviewed: XX

References: Colorado HB 16-1197; 24-34-102 (8.5), C.R.S.; Colorado State Board of Addiction Counselor Rules and Regulations

Purpose: To determine substantial equivalence for Addiction Counselor credentials gained in military service and provide direction on licensure, so as to fulfill HB 16-1197.

POLICY: Veterans with military credentials equivalent to Addiction Counselor Examiner requirements, as outlined in the State Board of Addiction Counselor Examiners (Board) Rules and Regulations, may request the Board evaluate submitted documents for equivalency. To qualify for an Addiction Counselor Examiner license, applicants must meet requirements outlined in the Board Rules and Regulations. This policy applies to the following four Addiction Counselor Examiner levels of certification and licensure: Certified Addiction Counselor I, Certified Addiction Counselor II, Certified Addiction Counselor III, and Licensed Addiction Counselor. Items 1-6 outline process requirements for this policy.

1. The Board delegates evaluation of veteran applications to the Program Director for the Board or the Program Director's delegate. The Board maintains final ratifying authority on all licensees.
2. Evaluate the extent to which veteran applicants meet Addiction Counselor Examiner requirements to qualify for examination as listed in the Board Rules and Regulations.¹⁶
3. Veteran applicants found to meet Addiction Counselor Examiner requirements must apply to the Board for licensure by examination.¹⁷
4. Veteran applicants found not to meet Addiction Counselor Examiner requirements may be directed toward missing content found as listed below.¹⁸

¹⁶ Fulfills Colorado HB 16-1197 requirement to "evaluate the extent to which military training meets all or part of the state requirements to be authorized to practice an occupation."

¹⁷ Fulfills Colorado HB 16-1197 requirement to "determine if an occupational exam is available to authorize a veteran to practice an occupation."

¹⁸ Fulfills Colorado HB 16-1197 requirement to "consult with Community Colleges and other post-secondary educational institutions with regard to a) courses or programs to cover the gap between military occupational specialty training and the training required to be authorized to practice an occupation, and b) refresher courses for the reinstatement of lapsed civilian credentials."

- Programs to obtain education, training and/or build experience as detailed in Board Rules and Regulations.
 - Other areas as prescribed by the Board.
5. For reciprocity consideration, veteran applicants licensed as Addiction Counselor Examiner in other states or territories of the United States are required to follow licensure by endorsement as stated in the Board Rules and Regulations.¹⁹
 6. An Addiction Counselor Examiner national examination is currently available to all qualified applicants.²⁰

¹⁹ Fulfills Colorado HB 16-1197 requirement to “identify reciprocity mechanisms with other states.”

²⁰ Fulfills Colorado HB 16-1197 requirement to “consider adopting a national credentialing exam.”

Appendix E. Streamlining Marriage & Family Therapist (MFT) credentials for veterans

Colorado State Board of Marriage and Family Therapist Examiners

POLICY NUMBER: XX-X

Title: Streamlining Marriage and Family Therapist Examiner credentials for veterans.

Date Issued: XX

Date(s) Reviewed: XX

References: Colorado HB 16-1197; 24-34-102 (8.5), C.R.S.; Colorado State Board of Marriage and Family Therapist Examiner Rules and Regulations

Purpose: To determine substantial equivalence for Marriage and Family Therapist Examiner credentials gained in military service and provide direction on licensure, so as to fulfill HB 16-1197.

POLICY: Veterans with military credentials equivalent to Marriage and Family Therapist Examiner requirements, as outlined in the State Board of Marriage and Family Therapist Examiners (Board) Rules and Regulations, may request the Board evaluate submitted documents for equivalency. To qualify for a Marriage and Family Therapist license, applicants must meet requirements outlined in the Board Rules and Regulations. This policy applies to the following level of licensure: Marriage and Family Therapist Examiner. Items 1-6 outline process requirements for this policy.

1. The Board delegates evaluation of veteran applications to the Program Director for the Board or the Program Director's delegate. The Board maintains final ratifying authority on all licensees.
2. Evaluate the extent to which veteran applicants meet Marriage and Family Therapist Examiner requirements to qualify for examination as listed in the Board Rules and Regulations.²¹
3. Veteran applicants found to meet Marriage and Family Therapist Examiner requirements must apply to the Board for licensure by examination.²²
4. Veteran applicants found not to meet Marriage and Family Therapist Examiner requirements may be directed toward missing content found as listed below.²³

²¹ Fulfills Colorado HB 16-1197 requirement to "evaluate the extent to which military training meets all or part of the state requirements to be authorized to practice an occupation."

²² Fulfills Colorado HB 16-1197 requirement to "determine if an occupational exam is available to authorize a veteran to practice an occupation."

²³ Fulfills Colorado HB 16-1197 requirement to "consult with Community Colleges and other post-secondary educational institutions with regard to a) courses or programs to cover the gap between military occupational specialty training and the training required to be authorized to practice an occupation, and b) refresher courses for the reinstatement of lapsed civilian credentials."

- Programs to obtain education, training and/or build experience as detailed in Board Rules and Regulations.
 - Other areas as prescribed by the Board.
5. For reciprocity consideration, veteran applicants licensed as Marriage and Family Therapist Examiner in other states or territories of the United States are required to follow licensure by endorsement as stated in the Board Rules and Regulations.²⁴
 6. A Marriage and Family Therapist Examiner national examination is currently available to all qualified applicants.²⁵

²⁴ Fulfills Colorado HB 16-1197 requirement to “identify reciprocity mechanisms with other states.”

²⁵ Fulfills Colorado HB 16-1197 requirement to “consider adopting a national credentialing exam.”

Appendix F. Streamlining Licensed Professional Counselor (LPC) credentials for veterans

Colorado State Board of Licensed Professional Counselor Examiners

POLICY NUMBER: XX-X

Title: Streamlining Licensed Professional Counselor Examiner credentials for veterans.

Date Issued: XX

Date(s) Reviewed: XX

References: Colorado HB 16-1197; 24-34-102 (8.5), C.R.S.; Colorado State Board of Licensed Professional Counselor Rules and Regulations

Purpose: To determine substantial equivalence for Licensed Professional Counselor Examiner credentials gained in military service and provide direction on licensure, so as to fulfill HB 16-1197.

POLICY: Veterans with military credentials equivalent to Licensed Professional Counselor Examiner requirements, as outlined in the State Board of Licensed Professional Counselor Examiners (Board) Rules and Regulations, may request the Board evaluate submitted documents for equivalency. To qualify for a Licensed Professional Counselor Examiner license, applicants must meet requirements outlined in the Board Rules and Regulations. Items 1-6 outline process requirements for this policy.

1. The Board delegates evaluation of veteran applications to the Program Director for the Board or the Program Director’s delegate. The Board maintains final ratifying authority on all licensees.
2. Evaluate the extent to which veteran applicants meet Licensed Professional Counselor Examiner requirements to qualify for licensure as listed in the Board Rules and Regulations.²⁶
3. Veteran applicants found to meet Licensed Professional Counselor Examiner requirements must apply to the Board for licensure by examination.²⁷
4. Veteran applicants found not to meet Licensed Professional Counselor Examiner requirements may be directed toward missing content found as listed below.²⁸

²⁶ Fulfills Colorado HB 16-1197 requirement to “evaluate the extent to which military training meets all or part of the state requirements to be authorized to practice an occupation.”

²⁷ Fulfills Colorado HB 16-1197 requirement to “determine if an occupational exam is available to authorize a veteran to practice an occupation.”

²⁸ Fulfills Colorado HB 16-1197 requirement to “consult with Community Colleges and other post-secondary educational institutions with regard to a) courses or programs to cover the gap between military occupational specialty training and the training required to be authorized to practice an occupation, and b) refresher courses for the reinstatement of lapsed civilian credentials.”

- Programs to obtain education, training and/or build experience as detailed in Board Rules and Regulations.
 - Other areas as prescribed by the Board.
5. For reciprocity consideration, veteran applicants licensed as Licensed Professional Counselor Examiner in other states or territories of the United States are required to follow licensure by endorsement as stated in the Board Rules and Regulations.²⁹
 6. A Licensed Professional Counselor Examiner national examination is currently available to all qualified applicants.³⁰

²⁹ Fulfills Colorado HB 16-1197 requirement to “identify reciprocity mechanisms with other states.”

³⁰ Fulfills Colorado HB 16-1197 requirement to “consider adopting a national credentialing exam.”

Appendix G. Streamlining Psychologist (PSY) credentials for veterans

Colorado State Board of Psychologist Examiners

POLICY NUMBER: XX-X

Title: Streamlining Psychologist Examiner credentials for veterans.

Date Issued: XX

Date(s) Reviewed: XX

References: Colorado HB 16-1197; 24-34-102 (8.5), C.R.S.; Colorado State Board of Psychologist Examiner Rules and Regulations

Purpose: To determine substantial equivalence for Psychologist Examiner credentials gained in military service and provide direction on licensure, so as to fulfill HB 16-1197.

POLICY: Veterans with military credentials equivalent to Psychologist Examiner requirements, as outlined in the State Board of Psychologist Examiners (Board) Rules and Regulations, may request the Board evaluate submitted documents for equivalency. To qualify for a Psychologist Examiner license, applicants must meet requirements outlined in the Board Rules and Regulations. Items 1-6 outline process requirements for this policy.

1. The Board delegates evaluation of veteran applications to the Program Director for the Board or the Program Director's delegate. The Board maintains final ratifying authority on all licensees.
2. Evaluate the extent to which veteran applicants meet Psychologist Examiner requirements to qualify for examination as listed in the Board Rules and Regulations.³¹
3. Veteran applicants found to meet Psychological Examiner requirements must apply to the Board for licensure by examination.³²
4. Veteran applicants found not to meet Psychologist Examiner requirements may be directed toward missing content found as listed below.³³

³¹ Fulfills Colorado HB 16-1197 requirement to "evaluate the extent to which military training meets all or part of the state requirements to be authorized to practice an occupation."

³² Fulfills Colorado HB 16-1197 requirement to "determine if an occupational exam is available to authorize a veteran to practice an occupation."

³³ Fulfills Colorado HB 16-1197 requirement to "consult with Community Colleges and other post-secondary educational institutions with regard to a) courses or programs to cover the gap between military occupational specialty training and the training required to be authorized to practice an occupation, and b) refresher courses for the reinstatement of lapsed civilian credentials."

- Programs to obtain education, training and/or build experience as detailed in Board Rules and Regulations.
 - Other areas as prescribed by the Board.
5. For reciprocity consideration, veteran applicants licensed as Psychologist Examiner in other states or territories of the United States are required to follow licensure by endorsement as stated in the Board Rules and Regulations.³⁴
 6. A Psychologist Examiner national examination is currently available to all qualified applicants³⁵

³⁴ Fulfills Colorado HB 16-1197 requirement to “identify reciprocity mechanisms with other states.”

³⁵ Fulfills Colorado HB 16-1197 requirement to “consider adopting a national credentialing exam.”

Appendix H. Streamlining Social Worker credentials for veterans

Colorado State Board of Social Work Examiners

POLICY NUMBER: XX-X

Title: Streamlining Social Work Examiner credentials for veterans.

Date Issued: XX

Date(s) Reviewed: XX

References: Colorado HB 16-1197; 24-34-102 (8.5), C.R.S.; Colorado State Board of Social Work Examiners Rules and Regulations

Purpose: To determine substantial equivalence for Social Work Examiner credentials gained in military service and provide direction on licensure, so as to fulfill HB 16-1197.

POLICY: Veterans with military credentials equivalent to Social Work Examiner requirements, as outlined in the State Board of Social Work Examiners (Board) Rules and Regulations, may request the Board evaluate submitted documents for equivalency. To qualify for a Social Work Examiner license, applicants must meet requirements outlined in the Board Rules and Regulations. This policy applies to the following Social Work Examiner licenses: Licensed Clinical Social Worker and Licensed Social Worker. Items 1-6 outline process requirements for this policy.

1. The Board delegates evaluation of veteran applications to the Program Director for the Board or the Program Director's delegate. The Board maintains final ratifying authority on all licensees.
2. Evaluate the extent to which veteran applicants meet Social Work Examiner requirements to qualify for examination as listed in the Board Rules and Regulations.³⁶
3. Veteran applicants found to meet Social Work Examiner requirements must apply to the Board for licensure by examination.³⁷
4. Veteran applicants found not to meet Social Work Examiner requirements may be directed toward missing content found as listed below.³⁸

³⁶ Fulfills Colorado HB 16-1197 requirement to "evaluate the extent to which military training meets all or part of the state requirements to be authorized to practice an occupation."

³⁷ Fulfills Colorado HB 16-1197 requirement to "determine if an occupational exam is available to authorize a veteran to practice an occupation."

³⁸ Fulfills Colorado HB 16-1197 requirement to "consult with Community Colleges and other post-secondary educational institutions with regard to a) courses or programs to cover the gap between military occupational specialty training and the training required to be authorized to practice an occupation, and b) refresher courses for the reinstatement of lapsed civilian credentials."

- Programs to obtain education, training and/or build experience as detailed in Board Rules and Regulations.
 - Other areas as prescribed by the Board.
5. For reciprocity consideration, veteran applicants licensed as Social Work Examiner in other states or territories of the United States are required to follow licensure by endorsement as stated in the Board Rules and Regulations.³⁹
 6. A Social Work Examiner national examination is currently available to all qualified applicants.⁴⁰

³⁹ Fulfills Colorado HB 16-1197 requirement to “identify reciprocity mechanisms with other states.”

⁴⁰ Fulfills Colorado HB 16-1197 requirement to “consider adopting a national credentialing exam.”